BKR No 982 of 1

ANNUAL REPORT

ON THE WORKING OF THE

Payment of Wages Act

IN THE

UNITED PROVINCES

For the year 1940

G4(22)

PUNJAB CIVIL SECRT.
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List of errors and omissions

At paragraph 6 on page 2, line 4th, *read* "amenable" *for* "amendable".

On page 10, column 3, paragraph 2, line 4th, *read* "Scheme" *for* "Schemes".

On page 10, column 3, paragraph 3, line 4th, *read* "Schemes" *for* "Scheme".

On page 14, column 1, line 1st, *read* "Foundries" *for* "Foundaries".

On page 16, column 3, *read* "Rs.5,39,842-6-3" *for* "Rs.5,39,842- -3" against the Industry "Electric Generating & Transforming Stations".

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1941

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ANNUAL REPORT ON THE WORKING OF THE PAYMENT OF WAGES ACT, 1936, IN THE UNITED PROVINCES FOR THE YEAR 1940.

I—STAFF

1. In the year under report two more Inspectors were appointed who joined the department almost at the close of the year and thus the Inspecting Staff consisted of the Chief Inspector, seven Inspectors and one Assistant Inspector of Factories. The seven Inspectors are also Inspectors of Boilers.

The *ex officio* Inspectors consisted of the following:
The Director of Industries and Commerce, United Provinces, the Deputy Director of Industries and Commerce, United Provinces, the Divisional Superintendents of Industries, United Provinces, the Labour Officer, United Provinces, and all the I. C. S. and P. C. S. Officers (Executive Branch) of not less than three years' standing, who are not City Magistrates or in charge of sub-divisions or Stipendiary Magistrates of not less than three years' standing.

Mr. M. K. Kidwai, Assistant Cane Commissioner, United Provinces (Labour), was appointed as an *ex officio* Inspector under the Act for all such sugar factories as come under the purview of the United Provinces Sugar Factories Control Act (I of 1938) and the Rules made thereunder, *vide* Industries Department Miscellaneous notification no. 641 (3)/XVIII—666(L), dated the 18th March, 1940.

Under Industries Department Miscellaneous notification no. 2070 (2)/XVIII—411(L), dated the 15th August, 1940, the Labour Commissioner, United Provinces, was appointed as Inspector under the Act for the whole Province. The work in connexion with this Act has been carried out entirely by the Factory Inspection staff.

2. The clerical staff consisted of only one clerk who from December entirely dealt with the work of this section.

3. The undersigned was in charge throughout the year.

II—EXTENT AND APPLICATION

4. Under Government of India Ordinance no. III of 1940, section 13 of the Act was amended with the addition of a new clause (*k*) to sub-section (2) of section 7 for the deductions made with the written authorization of the employed person in furtherance of any War Savings Scheme approved by the Provincial Government for the purchase of securities of the Government of India or the Government of the United Kingdom.

5. Under Government of India notification no. M-1268, dated the 13th August, 1940, the Provincial Government were entrusted with the functions of the Central Government under the Payment of Wages Act, 1936 (IV of 1936) in relation to Mines and Oil-fields which are for the time being factories within the meaning of section 2(j) of the Factories Act, 1934 and not subject to the operation of the Indian Mines Act, 1923 (IV of 1923).

6. The provisions of the Act were applicable to persons employed in factories falling under section 2(*j*) of the Factories Act, 1934, as well as to the persons employed in the Printing Presses employing ten or more workers and amendable to the Payment of Wages Act, *vide* notification no. 954/XVIII—839, dated the 24th March, 1939.

7. The number of establishments (excluding Railway factories) at the close of the year was **671**.

8. Annual return forms were sent to 671 factories. Out of this 594 factories were in commission during the year; of this only 588 concerns furnished information (77 factories were closed and six did not submit the information and therefore their particulars are not included).

9. The average total number of persons employed daily during the year in all industries was 158,240 against 145,292 in the previous year. The total amount of wages paid in all industries including deductions under clauses (*d*) to (*j*) of sub-section (2) of section 7 of the Act was Rs.3,53,16,765-14-6 against Rs.2,54,84,534-15-3 in the previous year. Return I shows the wages paid in each industry.

10. The average total number of persons employed daily as a result of the application of the aforesaid notification in the Printing Presses was 918 against 1€3 in the previous year, and the amount of wages paid to them was Rs.1,64,597-1-6 against Rs.18,402-4-9 in the previous year. Details are shown in Return I appended to the report. This considerable increase is due to the efforts of the department in tracing out the Printing Presses who were evading registration; a province-wide survey having been carried out to seek out such concerns.

III—INSPECTIONS

11. Five hundred Inspections (against 347 inspections in the previous year) were made during the year by regular Inspectors of the department.

The majority of the inspections under the Payment of Wages Act were made along with the usual factory inspections. In many cases, however, special visits were made for inquiry into the complaints from the workers and their Unions, and also to see if payments were being made in time as well as if the other provisions of the Act were complied with.

It is gratifying to note that for the second year in succession every factory coming within the purview of the Act was visited at least once by this department. (In cases where all was in order, no separate reports were submitted.)

IV—ADMINISTRATION

12. *Responsibility for payment of wages*—In mostly all the concerns the Managers were responsible for the payment of wages to persons employed therein. Only in a few cases the contractors were responsible for the payment of wages where they undertook actual work for the principal employer and were also incharge of the labour.

13. *Fixation of wage-period*—In nearly all concerns the wage-period was either a month or a fortnight. The daily as well as weekly paid workers still remain, their work being generally of a casual nature.

14. *Time of payment of wages*—The provisions of this section were generally found well complied with. However only in seven cases regarding delay and non-payment of wages the matter was referred to the authority for direction.

15. *Deductions from wages*—Deductions made during the year from wages of persons employed in the factories were chiefly under clause (*e*) of sub-section (2) of section 7 of the Act in respect of amenities and services supplied by the employer, under clause (*i*) in respect of subscriptions to Provident Funds, under clause (*j*) in respect of subscription to Co-operative Societies and under clause (*k*) for the purchase of Securities and Defence Savings Certificates, etc.

In the opinion of the undersigned it is quite possible that there will be many cases where illegal fines are levied but as these deductions are not shown on the registers, it is impossible to check this practice unless and until " labour " as a whole recognize their own rights and assist the department. The following will illustrate the difficulties that have to be met :

A complaint was received that the wages in a certain factory were not paid for two to three months. On a personal inquiry the owner and the Manager brought out all the registers which showed that all the amounts had been paid, and in fact signed for by the employees as having been received in full and on the due date ! Inquiries from the workers on the spot also confirmed this. The next day the Manager informed the undersigned (unofficially) that the wages shown as having been paid—including his own—have not in fact been paid but they had all signed the registers as they were compelled to do so by the employers ! In such cases the department is helpless, and no legal remedy lies especially as the person concerned does not wish to testify in a court of law.

16. Details relating to the deductions for fines or loss of goods or for breach of contract are given below:

The total number of cases of fines was 57,858 as against 48,476 in the previous year.

The total amount of fines imposed was Rs.7,354-12-6 as against Rs.5,494-6-9 in the previous year.

The number of factories where fines were imposed was 52 as against 50 in the previous year.

The total number of cases of deductions for damage or loss was 4,522 as against 3,515 in the previous year.

The total amount of deductions for damage or loss was Rs. 2,755-4-3 as against Rs.1,963-11 in the previous year.

The number of factories where such deductions were made was 26 as against 32 in the previous year.

The total number of cases of breach of contract was 293 as against 319 in the previous year.

The total amount of deductions for breach of contract was Rs.1,003-11-3 as against Rs.1,670-6-9 in the previous year.

The number of factories where such deductions were made was two as against six in the previous year.

The fines and deductions as said before amounted to a total of Rs.11,113-12 as compared with Rs.9,128-8-6 in the previous year. Return I also gives the position concerning fines, etc. according to the returns submitted.

17. The details of deductions from wages authorized by Government during the year under report, under clauses (*e*) and (*k*) of sub-section (2) of section 7 of the Act are given in Appendices I and II respectively.

18. *Fines: List of acts and omissions*—Under rule 10, five factories during the year under report submitted list of acts and omissions for approval and applied for power to impose fines. They are supplied with the copies of the approved lists of acts and omissions and purposes to which the fines could be disbursed. These are shown in Appendices III and IV respectively.

V—REGISTERS

19. Registers required to be kept under the Act and Rules were generally well maintained. Defects noticed in the registers by the Inspectors during their inspection were pointed out to the Managers and paymasters for necessary action. In certain cases it was observed that the registers did not show as to when the wages were paid to the worker and in order to check if the payments were made in time the paymasters were asked to put the dates of payments against the names

of the workers or to record a certificate to the effect that the wages were paid to the workers on a particular date. It is regretted to observe however that the registers may not in all cases show the actual state of affairs.

VI—NOTICES

20. *Provisions of the Act regarding the display of wages rates*—Notices showing the dates of payment of wages and the abstracts of the Act and Rules were generally complied with. In few cases where the wage rates were not displayed the paymasters' attention was drawn, who complied with the orders issued in this connexion.

In five cases however prosecutions were launched for persisting in not displaying the notice of dates of payment of wages and in two cases for not displaying the abstract of the Act and Rules and convictions were obtained in all of them. In all the seven cases Rs.60 were fined, i.e. Rs.10 each in five cases and Rs.5 in each of the remaining two cases were imposed. Details of these are given in Return III appended to the Report. The number of factories involved in all the above cases was five.

21. It is observed that the amount of fines imposed in the above cases is rather inadequate. It is essential that deterrent sentences are imposed so that the employers or factory owners may not find it profitable to evade the law.

In several cases strict and final warnings were issued to the factory owners by this department to comply with the provisions of the Act and Rules.

VII—CLAIMS

22. The following seven applications relating to delay and non-payment of wages were filed before the " Authority " during the year under report and were disposed of as under :

(*a*) Two applications were withdrawn as a result of compromise between the parties and the amounts of wages were paid before the hearing.

(*b*) In one case the amount of wages claimed was allowed.

(*c*) In one case which was only for compensation for the delayed payment of wages, compensation was allowed to 46 workers at Rs.2 per head.

(*d*) In one case the compensation was paid to 74 workers at Re.1-4 each together with the amount of wages due to each.

(*e*) In one case which was for compensation, Re.1 to each of the 194 workers was allowed for the delayed payment of wages.

(*f*) In one case Rs.6,347-8 were paid to 103 workers as compensation together with Rs.4,626-3-3 as wages due to them. The details of these are given in Return II appended to the Report.

23. *Application for prosecution before the " Authority "*—In two cases as described in items (*c*) and (*d*) of the foregoing paragraph the " Authority " instead of sanctioning the applications for prosecution fined the Managers Rs.5 and Rs.100 respectively in each case. The details of these are given in Return III appended to the Report.

VIII—COMPLAINTS

24. One hundred and fifty-one complaints relating to the non-payment of wages or delayed payment of wages or illegal deductions were entertained by the department during the year under report, as compared with 100 complaints in the previous year. All of them, including even the annoymous ones were investigated and inquired into. The workers of the smaller concerns—chiefly of the Printing Presses—were the principal complainants. Amongst the larger concerns, the seasonal sugar factory employees in patricular were also equally responsible. In certain cases, however, complaints after investigations were found to be fictitious, and made out of sheer malice or not covered by law and thus it added unnecessary work to this department. In some cases the complaints were lodged at so late a stage that they were nearly to be time-barred or were actually time-barred, thus leaving little or no time for necessary inquiry. This leads to a conclusion that the complainants or their representatives are not conversant with the limit of six months prescribed in section 15 of the Act. Nearly all the complaints with the exception of a few were settled without reference to judicial authorities, and in most cases the interest of the department was sufficient to bring about a settlement.

The necessity for amending the Act as it stands is quite evident and unless this is done the less scrupulous employers will be ready to take advantage of the loop-holes.

IX—GENERAL ADMINISTRATIVE RESULTS

25. This Act which is really a boon is gradually obtaining popularity among workers. Difficulties are encountered in administering the provisions of the Act as they stand at present, and several amendments are necessary.

It is essential that abuses that may be prevailing amongst the labour employed by contractors be stopped by amending the Act so as to make the principal employer responsible under the Act.

The procedure of having to refer cases of illegal deductions, and delayed wages to an " Authority " is much too cumbersome, the Chief Inspectors should at least be allowed to prosecute direct in such cases. It frequently happens that when a complaint is received and an inquiry is started, the employer delays the inquiry till it is time-barred. If the matter is referred to an " Authority " so as to precipitate matters, the employer concerned offers to pay the wages before the " Authority " and puts forward plausible excuses for having delayed his replies. The " Authority " then is satisfied and does not sanction prosecution. The

department is thus unnecessarily put to a lot of inconvenience, and the culprit escapes punishment in spite of having contravened the law.

The necessity for amendment of the Act has already been pointed out to Government.

26. This report does not include statistics in respect of Railway factories as they are required to submit their returns to the Supervisor to the Railway Labour. If this class of factories were included a considerably greater number of workers will be shown to have the protection of the Act.

27. The Inspectors as usual have devoted sufficient time and attention to explaining the provisions of the Act and Rules; this has considerably mitigated the difficulties of the employers.

28. The work in this section of the office is gradually increasing in view of the fact that the Act is becoming widely known by the workers and their representatives and the privileges are taken advantage of. Due to the application of the provisions of the Act to all the Printing Presses in the Province employing ten or more workers and working with or without the aid of power, the number of such Presses has gone to a figure of 61 and it is, therefore, expected that the office work will still further tend to increase.

29. All the inspections under this Act were carried out by the regular Inspectors of this department, and this coupled with the work of inspections under the four other Acts administered by this department, has entailed a considerable amount of work for the Inspectorate and office staff and I am happy to take this opportunity of expressing my appreciation of the same.

K. K. BATLIWALA,

Chief Inspector of Factories and Boilers,

United Provinces.

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K. … WALLA,
Chief Inspector of Factories and Boilers,
United Provinces.

APPENDIX I

Authorisations under clause (e) *of sub-section* (2) *of section* 7 *of the Act during the year* 1940

Government notification number and date	Purpose	Applicable to	Conditions
1	2	3	4
1. 702/XVIII—672(L), dated the 13th April, 1940.	Thrift fund (to encourage the employees of the depot to save money and to provide against discharge, retirement or death).	Inspection and Clothing Depot, Shahjahanpur.	Deductions to be made in accordance with the conditions contained in the Schedule attached thereto.
2. Central Government notification no. L-3070, dated the 3rd October, 1940.	Deduction of one anna in respect of revenue stamp supplied by employers to obtain receipt against payments.	To the persons employed in Federal Railway Administration.	On payment of wages of over Rs.20.
3. 2751/XVIII—371-(L), dated the 24th October, 1940.	Deduction of one anna in respect of Revenue Stamp.	To the persons employed in any factory in the United Provinces.	(1) Deduction to be made on the written authorization of the persons employed. (2) If such stamp for the receipt is supplied by the employer.

APPENDIX II

Approval of War Savings Scheme under clause (k) of sub-section (2) of section 7 of the Act during the year 1940

Government notification number and date	Purpose	Applicable to	Conditions attached
1	2	3	4
1. 1940(2)/XVIII —348(L)-40, dated the 31st July, 1940.	Investment in furtherance of approved War Savings Scheme.	Where the Scheme of British War Savings Movements has been introduced.	Deduction to be made on the written authorization of the employed person.
2. Central Government notification no. L-3068, dated the 6th August, 1940.	Ditto ..	Authorisation of deductions for any War Savings Schemes conducted by British War Savings Movements in Federal Railways, Mines and Oilfields.	Ditto.
3. 2555/XVIII—348(L), dated the 19th September, 1940.	Ditto	Where such savings card schemes which are War Savings Scheme as described therein are in existence or are introduced for the purchase of Defence Savings Certificates in Exchange for Defence Savings Stamps.	Ditto.
2754/XVIII—348-(L), dated the 14th November, 1940.	Ditto ..	Dyer Meakin Breweries Ltd., in respect of deductions for Staff War Savings Schemes.	(1) Ditto. (2) The securities purchased out of the voluntary contributions of the employed persons may be withdrawn from the custody of the Imperial Bank of India, Simla, without reference to the firm.

APPENDIX III

In exercise of the powers conferred by sub-section (1) of section 8 of the Payment of Wages Act, 1936, read with rule 9 of the United Provinces Payment of Wages Rules, 1936, the following list of acts and omissions in respect of which fines may be imposed on persons employed in factories in the United Provinces is approved, subject to the conditions and limitations prescribed by sub-sections (2) to (7) of section 8 of the said Act :

List of acts and omissions

(1) Late attendance and absence from duty without leave without sufficient cause.

(2) Damage to an employer's goods and property caused by neglect, careless conduct or wilful destruction on the part of an employed person.

(3) Insubordination, malingering, deliberate delaying of production and disobedience of orders.

(4) Failure to wear tight fitting clothing provided by the Management or to observe safety instructions, unauthorized removal or damage to machinery guards, fencing and other safety devices.

(5) Conduct on part of an employed person tending to cause a breach of the peace and conduct which endangers the lives or safety of other persons in the factory.

(6) Expectorating or otherwise committing a nuisance on the factory premises.

(7) Breach of any Rules or instructions for the maintenance and running of any department and maintaining its cleanliness.

(8) Theft, fraud or dishonesty.

(9) Sleeping on duty and smoking in prohibited places.

APPENDIX IV

In exercise of the powers conferred by sub-section (8) of section 8 of the Payment of Wages Act, 1936, read with Rule 9 of the United Provinces Payment of Wages Rules, 1936, the following purposes to which the proceeds realized from fines may be applied are approved, subject to the same being supplied free :

(1) Medicines.

(2) Medical attention.

(3) House accommodation.

(4) Educational facilities.

(5) Recreational facilities.

(6) Any other welfare work that may be approved in writing by the Chief Inspector of Factories, United Provinces.

Provided that the proceeds from fines shall not be used for the purpose of providing any of the requirements specified by the Factories Act or Rules made thereunder, including first aid appliances and tight fitting clothing prescribed by Rules 23 and 73 respectively of the United Provinces Factories Rules.

RETURN I

Statement showing the amount of wages paid to the persons employed and of deductions made during the calendar year 1940

Industry	Average number of persons employed daily	Total wages paid including deductions under clauses (*d*) to (*j*) of sub-section (2) of section 7 of the Act, but no other deductions	Deductions on account of— Fines	Damage or loss	Breach of contract	Total
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
I—GOVERNMENT AND LOCAL FUND FACTORIES						
Army clothing	5,747	26,43,724 0 0	454 1 0	189 6 0	..	643 7 0
Breweries and distilleries	..	..	..	..	..	..
Brick and tiles	..	..	..	..	..	..
Carpentry	504	58,214 10 0	..	..	..	..
Cotton Mills	111	1,489 7 0	..	..	..	..
Dockyards	..	..	..	..	..	..
Electrical Engineering	..	..	..	..	..	..
Engineering (General)	647	90,921 14 9	7 8 0	31 4 0	..	38 12 0
Forage Presses	..	..	..	..	..	..

RETURN I—(*contd.*)

Industry	Average number of persons employed daily	Total wages paid including deductions under clauses (*d*) to (*j*) of sub-section (2) of section 7 of the Act, but no other deductions	Deductions on account of— Fines	Damage or loss	Breach of contract	Total
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Foundaries	..	..	..	..	..	..
Gas Works	..	..	..	..	..	..
Jute Mills	..	..	..	..	..	..
Leather and Shoes	..	..	..	..	..	..
Mints	..	..	..	..	..	..
Ordnance Factories	8,323	24,63,088 7 1	37 7 9	2 8 0	..	39 15 9
Printing Presses	1,798	6,23,673 0 0	29 4 0	..	..	29 4 0
Railway Workshops	..	..	..	..	..	..
Saw Mills	51	35,034 0 0	..	..	..	..
Stone dressing	..	..	..	..	..	..
Tanneries	..	..	..	..	..	..
Telegraphs	..	..	..	..	..	..
Water Pumping Stations	646	1,32,616 12 0	..	..	..	..

Woollen Mills	..	..	..	..	..	..
Miscellaneous	1,461	1,23,280 12 9	5 0 0	7 4 0	..	12 4 0
Total ..	19,288	61,72,042 15 7	533 4 9	230 6 0	..	763 10 9
Seasonal group—						
Forage Presses	268	4,764 5 0	..	..	..	..
Miscellaneous	193	11,815 9 6	..	..	..	..
Total ..	461	16,579 14 6	..	..	..	..
II—ALL OTHER FACTORIES						
Textiles—						
Cotton (Spinning, Weaving and other) Factories	42,562	1,24,31,919 1 3	5,554 8 0	2,285 5 6	965 12 0	8,805 9 6
Hosiery	732	1,59,758 3 4	17 0 0	28 4 0	..	45 4 0
Jute Mills	7,207	15,01,220 9 6	784 5 0	..	..	784 5 0
Silk Mills	24	3,076 1 6	..	..	..	..
Woollen Mills	3,617	11,08,716 6 0	68 15 0	23 4 0	..	92 3 0
Miscellaneous	224	24,448 1 3	..	..	..	..
Total ..	54,366	1,52,29,138 6 10	6,424 12 0	2,336 13 6	965 12 0	9,727 5 6

RETURN I—(*contd.*)

Industry	Average number of persons employed daily	Total wages paid including deductions under clauses (*d*) to (*j*) of sub-section (2) of section 7 of the Act, but no other deductions	Deductions on account of— Fines	Damage or loss	Breach of contract	Total
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Engineering—						
Coach-building and Motor Car repairing ..	292	2,77,261 9 0	3 6 0	..	..	3 6 0
Electrical Engineering	..	..	..	..	..	..
Electrical generating and transforming Stations	1,635	5,39,842 3	..	0 8 0	..	0 8 0
General Engineering	1,055	1,87,822 2 6	..	..	..	..
Kerosene tinning and packing	..	..	..	..	..	..
Metal stamping	42	6,921 6 9	..	..	..	..
Railway Workshops	..	..	..	..	..	..
Shipbuilding and Engineering	..	..	..	..	..	..
Steel trunk, Lock and Cutlery	1,010	1,48,001 11 6	189 0 0	..	..	189 0 0
Tramway Works	..	..	..	..	..	..
Miscellaneous	323	63,355 14 7	4 11 0	..	..	4 11 0
Total ..	4,357	12,23,205 2 7	197 1 0	0 8 0	..	197 9 0

Minerals and metals—						
Copper Smelting	..	..	..	..	..	..
Foundries	488	68,458 13 6	..	..	..	..
Iron and Steel Smelting and Steel Rolling Mills	789	1,55,704 9 3	..	..	..	..
Lead Smelting and lead rolling mills ..	..	..	..	..	..	..
Mica	..	..	..	..	..	..
Petroleum refineries	..	..	..	..	..	..
Miscellaneous	127	24,047 0 0	..	..	..	..
Total ..	1,404	2,48,210 6 9	..	..	..	..
Food, drink and tobacco—						
Bakeries, biscuit and confectionery ..	..	..	..	..	..	..
Breweries and distilleries	234	42,012 3 6	..	..	..	..
Dairy produce	75	16,292 2 0	..	..	..	..
Flour mills	839	1,52,063 3 6	..	..	..	..
Food canning and bottling	..	..	..	..	..	..
Ice and aerated waters	157	31,789 11 0	..	..	..	..
Rice mills	742	61,442 4 0	..	..	..	..
Sugar	2,736	3,06,679 8 3	4 15 0	..	..	4 15 0
Tobacco	1,144	2,84,556 11 7	..	..	..	..
Water pumping stations	..	..	..	..	..	..
Miscellaneous	663	1,35,242 11 6	8 14 0	..	..	8 14 0
Total ..	6,590	10,30,078 7 4	13 13 0	..	..	13 13 0

RETURN I—(*contd.*)

Industry	Average number of persons employed daily	Total wages paid including deductions under clauses (*d*) to (*j*) of sub-section (2) of section 7 of the Act, but no other deductions	Fines	Deductions on account of— Damage or loss	Breach of contract	Total
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Chemical, dyes, etc.—						
Bone and manures	423	29,122 14 3	..	..	..	..
Chemicals	320	52,800 7 0	2 9 0	..	..	2 9 0
Dyeing and bleaching..	158	17,141 10 3	..	..	..	..
Gas works..	84	20,666 2 6	..	..	..	..
Lac	..	..	..	..	..	..
Matches	1,101	2,44,482 7 0	..	20 5 0	..	20 5 0
Oil mills	3,251	5,12,659 8 6	1 6 9	1 8 0	..	2 14 9
Paints	..	..	..	..	..	..
Soaps	32	11,240 10 0	..	..	..	..
Turpentine and rosin	251	52,138 7 0	..	..	..	..
Miscellaneous	150	30,928 11 6	..	..	..	..
Total ..	5,770	9,71,180 14 0	3 15 9	21 13 0	..	25 12 9

Paper and Printing—							
Paper mills	2,279	4,41,551 10 0	45 1 3	..	..	45 1 3
Paper pulp	..	..	..	..	..	..
Printing, book-binding, etc.	2,701	5,50,210 6 6	10 4 9	8 2 9	..	18 7 6
Miscellaneous	18	3,646 11 0	..	..	..	..
Total ..	4,998	9,95,408 11 6	55 6 0	8 2 9	..	63 8 9
Processes relating to wood, stone and glass—						
Brick and tiles	..	..	..	..	..	..
Carpentry and "Cabinet"-making ..	560	88,521 7 3	..	..	..	..
Cement, lime and potteries	65	4,762 11 9	..	..	..	..
Glass	4,012	6,83,360 11 6	2 6 3	10 0 0	..	12 6 3
Saw mills..	21	3,589 9 0	..	..	..	..
Stone dressing	..	..	..	..	..	..
Miscellaneous	704	1,11,986 6 1	6 14 9	3 10 6	..	10 9 3
Total ..	5,362	8,92,220 13 7	9 5 0	13 10 6	..	22 15 6
Processes connected with skins and hides—						
Leather and shoes	5,083	16,11,497 15 4	..	..	..	..
Tanneries	2,456	4,88,281 12 6	11 0 6	..	..	11 0 6
Miscellaneous	..	..	..	..	..	..
Total ..	7,539	20,99,779 11 10	11 0 6	..	..	11 0 6
Gins and presses—						
Cotton ginning and baling	1,071	91,170 3 3	..	..	..	..
Jute presses	..	..	..	..	..	..
Miscellaneous	..	..	..	..	..	..
Total ..	1,071	91,170 3 3	..	..	..	..

RETURN I—(*concluded.*)

Industry	Average number of persons employed daily	Total wages paid including deductions under clauses (*d*) to (*j*) of sub-section (2) of section 7 of the Act, but no other deductions	Fines	Deductions on account of— Damage or loss	Breach of contract	Total
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Miscellaneous—						
Brushes	552	1,32,132 14 3	..	..	..	..
Canvas proofing	..	..	..	..	..	..
Fodder	..	..	..	..	..	..
Gramophone records	..	..	..	..	..	..
Laundries	..	..	..	..	..	..
Reeds and combs	..	..	..	..	..	..
Rope works	..	..	..	..	..	..
Rubber goods	..	..	..	..	..	..
Miscellaneous	246	36,325 14 9	..	..	..	..
Total ..	798	1,68,458 13 0	..	..	..	..

SEASONAL GROUP						
Food, drink and tobacco—						
Coffee	..	..	..	..	..	..
Sugar	40,402	58,13,826 4 2	106 2 6	143 14 6	..	250 1 0
Tea	783	45,352 5 1	..	..	..	..
Miscellaneous	..	..	..	..	..	..
Total ..	41,185	58,59,178 9 3	106 2 6	143 14 6	..	250 1 0
Chemical dyes, etc.—						
Indigo	..	..	..	..	..	..
Lac	..	..	..	..	..	..
Miscellaneous	..	..	..	..	..	..
Total ..	..	..	..	..	..	..
Gins and presses—						
Cotton Ginning and Baling	3,968	1,34,131 5 6	..	..	..	..
Jute Presses	165	21,384 5 6	..	..	..	..
Miscellaneous	..	..	..	..	..	..
Total ..	4,133	1,55,515 11 0	..	..	..	..
Statistics in respect of Printing Presses amenable to the Payment of Wages Act, vide notification no. 954/XVIII, dated the 24th March, 1939.	918	1,64,597 1 6	..	..	37 15 3	37 15 3
GRAND TOTAL ..	1,58,240	3,53,16,765 14 6	7,354 12 6	2,755 4 3	1,003 11 3	11,113 12 0

RETURN II—Cases before the Authority

Claims arising out of deductions from and payment of wages during the calendar year 1940

Nature of claim	Pending at beginning of year	Instituted during the year	Total amount claimed in cases in columns 2 and 3 in respect of wages and deductions, but not compensation	Number of claims allowed	Amount allowed		Number of claims		Vexatious or malicious applications		Number of cases pending at the end of year	Number of appeals
					Wages	Compensation	Dismissed	Withdrawn	Number of cases in which penalty imposed	Amount of penalty		
1	2	3	4	5	6		7		8		9	10
			Rs. a.. p.		Rs. a. p.	Rs. a. p.						
Deductions	..	..	..	..	..	..	..	..	..	..	..	..
Delay in payment ..	..	7	7,047 11 6	5	4,772 0 6	6,726 0 0	..	2	..	..	..	..

Note—Enter as a footnote for columns 2 and 3 the total number of claimants distinguishing between single claimants and persons claiming as members of an unpaid group.

		Persons involved
Individual applications	3	3
Group applications	4	417
Total ..	7	420

RETURN III

CONVICTIONS

(*Calendar Year* 1940)

Number of convictions during the year for offences relating to—

Payment of wages	Deductions from wages	Notices, Registers and returns	Total	Remarks
1	2	3	4	5
2	..	7	9	Out of the two cases regarding delay in payment of wages shown in column 1 in one case the manager was fined Rs.5 and in the other case Rs.100. Out of 7 cases shown in column 3, in five cases manager was fined Rs.10 in each case and Rs. 5 in each of the two remaining cases.